

Renegades Softball club Anti-Bullying Policy

RATIONALE

Renegades Softball Club is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work, live and play by. All Renegades players have a right to play in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

MISSION STATEMENT

Renegades Softball club actively promotes positive interpersonal relations between all players and officials on the field and spectators on the sideline.

PRINCIPLES

- Players have a right to play ball free from intimidation and fear.
- The needs of the victim are paramount.
- Renegades Softball Club will not tolerate bullying behaviour. Unlike the game we play, there will be no 3 strikes allowed. Confirmation of Bullying could (depending on severity) could result in game suspensions to a lifetime ban from Renegades softball club and our ruling governing bodies.
- Bullied players will be listened to.
- Reported incidents will be taken seriously by coaches and the Renegades Softball Club executive committee and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organized, or it may be unintentional. It may be perpetrated by individuals or by groups of players.

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another player.

- Interfering with another player's property, by stealing, hiding or damaging it.
- Using offensive names, racial or sexual slurs when addressing another player.
- Teasing or spreading rumours about another player or their family.
- Belittling another player's abilities and achievements.
- Writing offensive notes or graffiti about another player.
- Excluding another player from a group activity.
- Ridiculing another player's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person. i.e. Facebook, Vine, YouTube, Twitter, texting

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Coaching group

The Renegades Softball Club Coaching group will;

- Foster in our player's self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our player's.
- Discuss bullying with all teams, so that every player learns about the damage it causes to the player who is bullied, the bully and the overall effect to the dynamic of the team and the importance of telling a coach and/or parent about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to players who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying and/or incidents of consequence to the Executive committee of the Renegades Softball Club when deemed necessary
- Follow up any complaint made about the bullying issue, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Players

We expect our players to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the player who is being bullied, unless it is unsafe to do so.
- Report to a member of coaching and/or executive committee any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of persons who feel they have been bullied:

- If possible talk to the people or person who you feel is bullying you to see if there is a problem.
- Report any bullying to their team captain or to the executive committee if necessary
- Keep a written record of any reported instances of bullying and copies of cyber-bullying
- Co-operate with any investigations by telling the truth and acting in a manner that will not make a situation worse.

The Responsibilities of All

Everyone should:

- Work together to combat and eradicate bullying.
- Inform the Renegades Softball Club of any suspected bullying, even if they are not involved;

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Steps taken to support and respond to the needs of both bullied and bullying players.

- Contacting all players concerned in the bullying incident

- Player(s) suspected of bullying will face an immediate investigation which may result in a suspension from all team activities depending on the severity of the accusations until all people involved are spoken to.
- Feedback/support will be given to all those concerned

CONSEQUENCES OF BULLYING

If the Executive Committee or sub-committee of their forming find confirmation of bullying the following consequences could be sanctioned depending on the severity of the situation.

- Written warnings
- Game suspensions (varying in number)
- Suspension for a year
- a lifetime ban from Renegades Softball Club
 - **Unlike the game, there will be no 3 strikes allowed. If the bullying is considered to be extreme they will face severe sanctions.**
 - **If the situation is serious enough the Garda will be notified**

Note:

Renegades Softball Club treats false claims with equal importance. Making a false claim could result in a lifetime ban from Renegades Softball Club

MONITORING AND REVIEW

Renegades Softball club Anti-Bullying Policy will be monitored and reviewed on an annual basis and in the case of falling in line with our governing bodies – Softball Leinster and Softball Ireland.